

**DRAFT***Chrono  
Oct*

MEMORANDUM FOR: Director of Personnel, DDA  
FROM : Deputy Director, NFAC  
SUBJECT : Position Evaluation Factors for Imagery Analysts

Discussions have been underway for several months now between managers of Agency components with imagery analysis responsibilities and some of your people from Position Management and Compensation Division regarding position evaluation factors for imagery analysts. I understand that as matters now stand, PMCD views imagery analysts as supportive to all-source analysts, and consequently--according to PMCD philosophy--should be graded one grade below the all-source analyst positions.

I want to go on record as being diametrically opposed to the PMCD position on this issue. Based on my experiences; in all-source intelligence production offices; as Executive Director and Director of NPIC; and now at the Directorate level, I am convinced that there are not any distinction between imagery analysts and all-source analysts that merit the grade differences which now exist. If any such distinctions ever did exist they have long since disappeared. Because of my position on this issue, I cannot accept the PMCD drafted factor evaluation system for imagery analysts. Rather, I urge that you give serious consideration to the draft factors prepared by the imagery analysis organizations as the guide for future position audits.

[Redacted]  
Deputy Director  
NFAC

25X1

Attachment:

**DRAFT**